

## **ABSTRAK**

### **PENGARUH FAKTOR INDIVIDU DAN FAKTOR ORGANISASI TERHADAP KINERJA KARYAWAN PADA BAGIAN PRODUKSI PT. PIJAR SUKMA JEPARA**

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Penelitian ini bertujuan menguji pengaruh faktor individu dan faktor organisasi terhadap kinerja karyawan di PT. Pijar Sukma Jepara baik secara parsial maupun secara berganda. Populasi dalam penelitian ini sejumlah 569 orang. Sampel sebanyak 85 responden. Analisis data yang digunakan adalah kuantitatif menggunakan perhitungan validitas dan reliabilitas, analisis regresi berganda, uji t, uji F dan koefisien determinasi. Hasil analisis data menyimpulkan bahwa (1) terdapat pengaruh positif dan signifikan faktor individu terhadap kinerja karyawan; (2) terdapat pengaruh positif dan signifikan faktor organisasi terhadap kinerja karyawan; (3) secara berganda terdapat pengaruh positif dan signifikan faktor individu dan faktor organisasi terhadap kinerja karyawan.

Kata kunci : faktor individu, faktor organisasi dan kinerja karyawan.

## ABSTRACT

### **INFLUENCE FACTORS OF INDIVIDUAL AND ORGANIZATIONAL FACTORS ON PERFORMANCE OF EMPLOYEES ON THE PRODUCTION OF PT. PIJAR SUKMA JEPARA**

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*This research aims to test the influence of factors of individual and organizational factors on performance of employees at PT. Pijar Sukma Jepara either partially or in multiple. The population in this study a number of 569 people. As many as 85 samples of respondents. The analysis of the data used is quantitative using the calculation of validity and reliability, multiple regression analysis, t-test, F-test and coefficient of determination. The results of the data analysis to conclude that (1) there is a positive and significant influence factors on performance of individual employees; (2) there is a positive and significant influence factors on performance of the employee organization; (3) there are multiple and significant positive influence factors of individual and organizational factors on performance of employees.*

*Keywords: Individual factors, organizational factors and performance of employees.*